

8 JUL 1976

MEMORANDUM FOR: Director of Training

FROM : [REDACTED] STATINTL  
Course Facilitator

SUBJECT : Course Report: Preparing for Overseas  
Assignment Number 5-76, 16-18 June

1. Introduction and Summary

Preparing for Overseas Assignment Number 5-76 was held 16-18 June in the Chamber of Commerce Building. The morale of the 42 participants seemed good, and they did not show any particular concerns about the Agency or their future. With one exception, all presentations were highly satisfactory, and class participation was excellent.

2. Course Objectives

In general, the students felt that the course objectives were met. Eighty-five percent of the students completed the written evaluation which requested numerical ratings of the degree to which the objectives were satisfied. Compared to the previous running, these ratings, based on a scale of 1 (slight) to 7 (highly satisfactory) were:

16-18 June 1976

PHASE I

Objective 1: 5.58  
Objective 2: 5.82

PHASE II

Objective 1: 6.33  
Objective 2: 6.17  
Objective 3: 6.0

6-8 April 1976

PHASE I

Objective 1: 5.2  
Objective 2: 5.4

PHASE II

Objective 1: 5.1  
Objective 2: 5.2  
Objective 3: 5.0

### 3. Class Composition

The total enrollment for this running was 42--1 under the 6-8 April course. It should be noted that due to scheduling conflicts and early departures, 27 people going overseas for the first time had to cancel; only 2 are scheduled to take the next course which begins 19 July. This data supports the recommendation made in the 6-8 April POA course report that the Office of Training schedule, or at least be prepared to offer, one or two additional sessions in the summer when, as indicated in the attached graph enrollment demand is the highest. (The desired enrollment is 30 or less, due to the highly personal and detailed information covered.)

We had 16 couples in the class. Of the 30 staff members, 13 came from the Directorate of Operations, 4 from the Directorate of Intelligence. The Office of Communications sent 6 people, and the Office of Technical Service sent 7. Enrollment was 20 in Phase II.

The employees' grades ranged from GS-04 to GS-15 and averaged GS-08.5. The mean age of 30 ranged from 25 to 43. The length of service spanned one-half to 19 years and averaged 5 years.

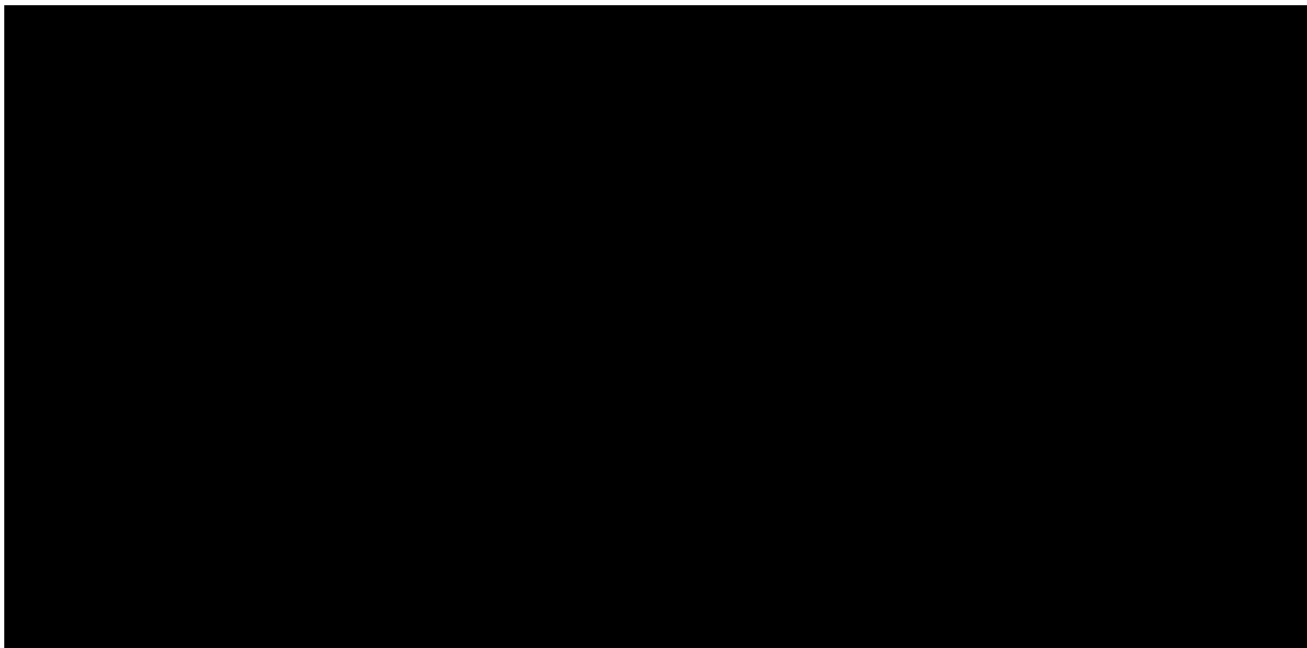
ATINTL 12 The participant's destinations are 31 to Europe (including [REDACTED]), 8 to the Far East, and 3 to Africa.

### 4. Course Strengths

STATINTL Compared to the April session, this running was much smoother and more relaxed. All speakers arrived with ample time to be briefed on the details of the class composition and on their specific questions and needs. Two sessions were particularly improved over the April presentations. First, [REDACTED], from the Office of General Counsel, gave an indepth discussion of the various legal documents and problems associated with living abroad. In the past, the OGC has given the POA course second priority to other responsibilities; their track record has been one of late arrival and early departure by their representatives and a shorthanded treatment of this important subject.

STATINTL Second, the discussion of cover problems was more detailed and individualized than in the past. Following a plenary session, the group divided between people under [REDACTED]

The two representatives from the Cover and Commercial Staff fielded many specific questions and were able to resolve some problems.



STATINTL

5. Course Weaknesses and Recommendations *in the Overseas*

The most prevalent student criticism of this running was that it was scheduled too late. An informal tally showed that four couples had already packed out and were ready to leave in a week, with many others departing in 2 to 4 weeks. Thus, all of the information related to administrative processing was of little value to the majority of the class. The problem of scheduling will always be with us to some extent. However, it will be abated by strong encouragement from the Office of Training for people to take POA as soon as they can after receiving their overseas assignments. *to when*

There was a measure of duplication between this course and the Special Overseas Orientation which the majority had just completed. Both [REDACTED] who discussed life overseas, and [REDACTED] who talked about benefits and services, addressed both courses. Even though their focus in the Special Overseas Orientation was on aspects related to the terrorist threat, several students felt that there was overlap. The duplication will be minimized in the next courses

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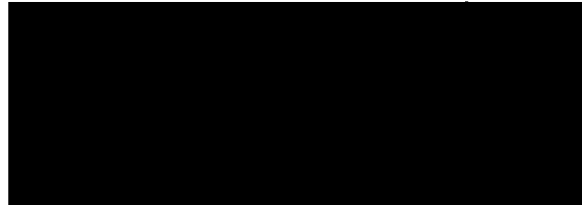
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because the two will be offered back-to-back and the staff is attempting to coordinate. In order to increase efficiency and effectiveness in these general orientation courses, the possibility of moving them to the same branch under the same staff merits some thought.

The presentation from the Office of Medical Services (OMS) was inadequate. The speaker, a last-minute replacement, had been briefed three times, but he still failed to cover the important areas, and his information was outdated and sometimes wrong. The staff should encourage OMS to organize data sheets on some of the more prevalent medical problems encountered overseas and on the general procedures to follow when medical problems occur.



STATINTL

Course Facilitator

**Attachments:**

- A - Graph
- B - Data Sheet
- C - Course Roster
- D - Course Schedule
- E - Students' Written Comments

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## ROUTING AND RECORD SHEET

SUBJECT: (Optional)

Course Report: Preparing for Overseas Assignment Number 5-76, 16-18 June 1976

FROM: <span style="background-color: black; color: black;">[REDACTED]</span> STATINTL OTR/II/IMB 926 C of C		EXTENSION  2452	NO.  DATE 8 July 1976
TO: (Officer designation, room number, and building)	DATE	OFFICER'S INITIALS	COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)
	RECEIVED	FORWARDED	
1. C/IMB 926 C of C	8 JUL 1976	RF	<p><i>Good report!</i></p> <p><i>In planning next running (7-9 Sept) pls ask me to take up the ORS problem with either DTR or O/45 personally. AM</i></p> <p><i>9-10: Be sure to see me on this before you schedule the speaker next time.</i></p> <p style="text-align: right;"><i>[Signature]</i></p>
2. C/II 926 C of C	8 JUL 1976	VCB	
3. C/TSS 826 C of C	21 July	KR	
4. D/OT 1025 C of C	27 JUL 1976	[Signature]	
5. EO/TR 1026 C of C	27 JUL 1976	[Signature]	
6. DDTR 1026 C of C	28 JUL 1976	1/28	
7. DTR 1026 C of C	2 AUG 1976	[Signature]	
8. C/II 926 C of C	2 AUG 1976	AM	
9. C/IMB 926 C of C	8/4	[Signature]	
10. Course Facilitator <span style="background-color: black; color: black;">[REDACTED]</span> STATINTL			
11. File			
12.			
13.			
14.			
15.			

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NO.	EMPL. NO. 38-43	44-46	NAME	SEX 47	YOB 48-49	D-N-R 50	EOD 51-54	OFF 55-58	GRADE 59-60	SD 61-63	REMARKS	TR
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OFFICE OF TRAINING  
INTELLIGENCE INSTITUTE

PREPARING FOR OVERSEAS ASSIGNMENT # 5-76

16, 17, & 18 JUNE 1976

ROOM 902  
CHAMBER OF COMMERCE BUILDING

351-2452

25X1A

COURSE CHAIRMAN:

TRAINING ASSISTANT:

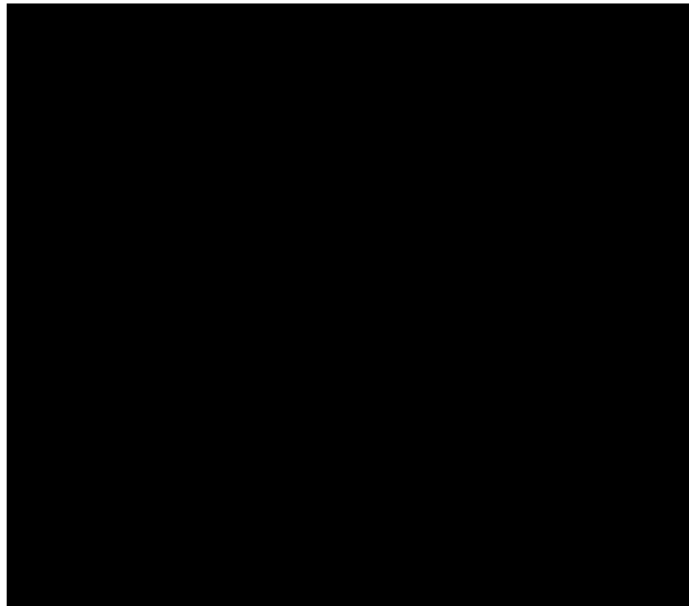
COURSE OBJECTIVES

PHASE I: Overseas Service For CIA

Participants are expected to:

- 1) learn about the administrative, cover, medical and legal factors that affect CIA employees serving abroad; and
- 2) increase their ability to cope with cultural differences that may be encountered in host countries.

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Preparing for Overseas Assignment #5-76

PHASE I

Wednesday, 16 June

0830 - 0900      Reading: Transplanting Your Household

*This afternoon's panel discussion on long-distance moving will be based on this article. You are encouraged to prepare for the question and answer exchange.*

25X1A

0900 - 0915      Introduction to Course

Office of Training

*Following a brief explanation of the course objectives and schedule, participants will introduce themselves to the class. Of particular interest is previous overseas experience and current destinations.*

25X1A

0930 - 1030      Life Overseas

Deputy for  
Operations Training

25X1A

*[redacted] who has served eighteen years in the field, will reflect on how life overseas has changed since he joined CIA in 1951. He will draw from his own experiences in suggesting some of the advantages and limitations you may encounter in your new assignments.*

25X1A

1045 - 1145      Legal Responsibilities

Office of  
General Counsel

*An Agency lawyer will review the legal documents, including the will, power of attorney, insurance policies, etc., that you should have in hand prior to your departure. He will also alert you to the responsibilities, such as federal and state tax returns, that you will have during your tour.*

1145 - 1245      Lunch

1300 - 1400

Overseas Benefits and Services

Benefits and  
Services Division

25X1A

*The benefits and services, including Federal Employees Life Insurance, and Federal Compensation, that you can expect to have while living abroad will be reviewed.*

1415 - 1545

Transplanting Your Household

*A panel of experienced travelers recently back from overseas will offer useful advice on moving long distance. You are encouraged to ask questions.*

Thursday, 17 June

0830 - 0900

Reading: "A Guide to Self-Taught Skills in  
Cross-Cultural Communication"  
"Culture Shock and the Problem  
of Adjustment to New Cultural  
Environments"  
"Characteristics of American Culture"

0900 - 1000

Cover--Why and How?

25X1A  
Cover and  
Commercial Staff

*The function and rationale of working and living under  
cover will be explained. During this session, we will  
divide into two groups--based on your specific cover  
assignments--in order that your individual questions  
can be answered in greater depth.*

1015 - 1115

Central Processing

25X1A

Chief, Central  
Processing Branch

*The speaker will review the organization and functions  
of the various components of the Central Processing  
Branch and discuss how each assists you in your overseas  
processing. [redacted] welcomes your personal questions--  
if he does not know the answer he will try to direct you  
to someone who does.*

25X1A

1130 - 1145

Film: [redacted] --A Cross-Cultural Commentary

25X1A

*A scientific linguist will discuss the peculiarities of  
the American culture vis-a-vis contrasting verbal and  
non-verbal communication, and social ethics and values.*

1145 - 1245

Lunch

25X1A

1300 - 1400

Good Health--Your First Priority

Office of  
Medical Services

*An experienced overseas officer will suggest how you can best insure good mental and physical health, and attempt to set some old myths straight.*

1415 - 1545

Living in a New Culture

Joan Wilson  
Foreign Service  
Institute,  
Department of  
State

*Culture shock is a very real phenomenon. It involves the impact of unforeseen problems besetting us when moving from one cultural environment to another. Our speaker will suggest some of the more difficult areas of adjustment, and indicate ways in which we can better prepare ourselves for living and working abroad.*

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Student comments on PHASE I: Preparing for Overseas Assignment

16 - 17 June 1976

1. Cultural shock lecture was most helpful.
2. Distribute course literature prior to start of course (when PCS is announced). Delete duplication with other courses.
3. Parts of much we have heard in many of these programs would be very helpful to teenagers going with parents -- particularly the programs on drugs, cultural adjustment and cover.
4. Add more on peculiarities of culture and legal matters. Delete Benefits, because of overlap -- had same briefing in counterterrorist course.
5. Add more time as a group with [REDACTED] -- they were the most helpful. Great class for employee as well as dependent. 25X1A
6. Add more "how to" information from Central Processing to better prepare for pack-out. 25X1A
7. Add [REDACTED] breakdown -- smaller group for more individual questions.
8. Add information on housing situations. Course should be offered long before one is ready to leave.
9. Add more specific coverage of areas within groups going to these areas. Delete the repetition of other courses.
10. Several speakers gave the almost exact lecture that I have had recently from them and I learned nothing new.
11. I heard [REDACTED] in the Special Overseas Orientation -- both are excellent but repetitious. 25X1A
12. [REDACTED] 25X1C
13. Several speakers gave the same briefing before, such as medical, and overseas benefits and services
14. [REDACTED] 25X1C
15. I did not learn how to cope with cultural differences as much as what to expect.



16. Add more on culture differences. Schedule students prior to the time they have processed.
17. Add more on dealing with impure water, food, etc.
18. Schedule students prior to processing starts. Give more precise coverage of practical questions, problems including insurance, cover and medical.
19. Add specific area information.
20. As stated by a number of the speakers, any knowledge of this new experience will benefit the individuals. This course has given some knowledge and will definitely benefit those who attend. I believe that the wife should attend [we strongly urge wives to attend] for her it is a totally new experience and all the topics will be informative. I also suggest that the panel should include a member from the 3 main geographic areas (Europe, Asia, and Latin America) so they can field the questions that arise to the particular area. [Good idea, but we were hard pressed to find but two panelists--we wanted 3, including a husband/wife team]. also believe a male member should also give his experience as the head of a household--to which the women were unaccustomed to [sic]. An attempt should be made to keep people together who are going to the same area so fraternizing [sic] can be done while time allows on breaks. All the personal antidotes of travel should be brought forth--for practical experience is always the best teacher.
21. Your comments concerning the medical briefing were sufficient. I would particularly like to complement Joan Wilson for the excellent presentation. I feel that this course has covered the appropriate material but more emphasis should be placed on details rather than generalizations. For example, the briefings on Central Processing and Cover could have gone into greater depth. Rather than opening the lecture to questions, the speakers should be encouraged to continue with their discourse. Oftentimes, the listeners simply don't know the subject matter sufficiently to ask any questions. The speakers supposedly know the subject and they should impart their knowledge and expertise.

Student comments on PHASE II: Preparing for Overseas Assignment

25X1A

18 June 1976

1. The [REDACTED] presentation was excellent.

2. Briefings today were outstanding.

25X1A

3. [REDACTED] is excellent. How about a section on CIA

25X1A

[REDACTED] protocol from eyes of a woman (from CIA).

4. Excellent presentations -- cannot think of any changes to suggest.

25X1C

5. [REDACTED] breakdown was very good.

6. The speakers were quite informative and transmitted much useful information. I would recommend this course to others preparing for an overseas assignment.

25X1C

7. [REDACTED] representative (Friday morning) should do all the lectures.

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Preparing for Overseas Assignment

Phase I Evaluation

Employee ✓ or Dependent \_\_\_\_\_

Name \_\_\_\_\_  
(Optional)

Date June 17, 1976

Directorate COMM

Division \_\_\_\_\_

A. Have you previously lived overseas? No

How long?

Where?

B. As far as you are aware, to what degree did the course fulfill objectives:

1) learn about the administrative, cover, medical and legal factors that affect CIA employees serving abroad;

<u>Slight</u>			<u>Satisfactory</u>			<u>Highly Satisfactory</u>
1	2	3	4	5	6	⑦
/	/	/	/	/	/	/

2) increase ability to cope with cultural differences that may be encountered in host countries.

<u>Slight</u>			<u>Satisfactory</u>			<u>Highly Satisfactory</u>
1	2	3	4	5	6	⑦
/	/	/	/	/	/	/

C. What coverage would you:

Add?

Delete?

Change?

D. Your comments are welcomed (use reverse side)  
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Preparing for Overseas Assignment

Phase I Evaluation

Employee ✓ or Dependent \_\_\_\_\_

Name \_\_\_\_\_  
(Optional)

Date 17 June 76

Directorate DO

Division EUR

A. Have you previously lived overseas? No

How long?

Where?

B. As far as you are aware, to what degree did the course fulfill objectives:

- 1) learn about the administrative, cover, medical and legal factors that affect CIA employees serving abroad;

<u>Slight</u>				<u>Satisfactory</u>			<u>Highly Satisfactory</u>
1	2	3	4	5	6	7	
/	/	/	/	/	/	/	/

- 2) increase ability to cope with cultural differences that may be encountered in host countries.

<u>Slight</u>				<u>Satisfactory</u>			<u>Highly Satisfactory</u>
1	2	3	4	5	6	7	
/	/	/	/	/	/	/	/

C. What coverage would you:

Add?

Delete?

Change?

D. Your comments are welcomed (use reverse side)

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Preparing for Overseas Assignment

Phase I Evaluation

Employee ✓ or Dependent \_\_\_\_\_

Name \_\_\_\_\_  
(Optional)

Date 17 JUN 76

Directorate DDO

Division SS/ISG

A. Have you previously lived overseas? No

How long?

Where?

B. As far as you are aware, to what degree did the course fulfill objectives:

- 1) learn about the administrative, cover, medical and legal factors that affect CIA employees serving abroad;

<u>Slight</u>				<u>Satisfactory</u>				<u>Highly Satisfactory</u>
1	2	3	4	5	6	7		
/	/	/	/	/	/	/	/	/

- 2) increase ability to cope with cultural differences that may be encountered in host countries.

<u>Slight</u>				<u>Satisfactory</u>				<u>Highly Satisfactory</u>
1	2	3	4	5	6	7		
/	/	/	/	/	/	/	/	/

C. What coverage would you:

Add?

Delete?

Change?

D. Your comments are welcomed (use reverse side)

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Preparing for Overseas Assignment

Phase I Evaluation

Employee \_\_\_\_\_ or Dependent X

Name \_\_\_\_\_  
(Optional)

Date 6/17/76

Directorate \_\_\_\_\_

Division \_\_\_\_\_

A. Have you previously lived overseas? NO

How long?

Where?

B. As far as you are aware, to what degree did the course fulfill objectives:

1) learn about the administrative, cover, medical and legal factors that affect CIA employees serving abroad;

<u>Slight</u>			<u>Satisfactory</u>			<u>Highly Satisfactory</u>	
1	2	3	4	5	6	7	
/	/	/	/	/	X	/	

2) increase ability to cope with cultural differences that may be encountered in host countries.

<u>Slight</u>			<u>Satisfactory</u>			<u>Highly Satisfactory</u>	
1	2	3	4	5	6	7	
/	/	/	/	/	X	/	

C. What coverage would you:

Add?

Delete?

Change?

D. Your comments are welcomed (use reverse side)

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Preparing for Overseas Assignment

Phase I Evaluation

Employee X or Dependent \_\_\_\_\_

Name \_\_\_\_\_  
(Optional)

Date 17 June

Directorate DDI

Division \_\_\_\_\_

A. Have you previously lived overseas? No

How long?

Where?

B. As far as you are aware, to what degree did the course fulfill objectives:

- 1) learn about the administrative, cover, medical and legal factors that affect CIA employees serving abroad;

<u>Slight</u>			<u>Satisfactory</u>		<u>Highly Satisfactory</u>	
1	2	3	4	5	6	7
/	/	/	/	/	/	/

- 2) increase ability to cope with cultural differences that may be encountered in host countries.

<u>Slight</u>			<u>Satisfactory</u>		<u>Highly Satisfactory</u>	
1	2	3	4	5	6	7
/	/	/	/	/	/	/

C. What coverage would you:

Add?

Delete?

Change?

D. Your comments are welcomed (use reverse side)

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Preparing for Overseas Assignment

Phase I Evaluation

Employee X or Dependent \_\_\_\_\_

Name \_\_\_\_\_  
(Optional)

Date 17 JUNE 1976

Directorate SSS

Division OC

A. Have you previously lived overseas? No

How long?

Where?

B. As far as you are aware, to what degree did the course fulfill objectives:

1) learn about the administrative, cover, medical and legal factors that affect CIA employees serving abroad;

<u>Slight</u>			<u>Satisfactory</u>			<u>Highly Satisfactory</u>	
1	2	3	4	5	6	7	
/	/	/	/	/	/	/	/

2) increase ability to cope with cultural differences that may be encountered in host countries.

<u>Slight</u>			<u>Satisfactory</u>			<u>Highly Satisfactory</u>	
1	2	3	4	5	6	7	
/	/	/	/	/	/	/	/

C. What coverage would you:

Add?

Delete?

Change?

D. Your comments are welcomed (use reverse side)

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Preparing for Overseas Assignment

Phase I Evaluation

Employee   X   or Dependent           

Name                                   
(Optional)

Date                                 

Directorate   DDST  

Division   OTS  

A. Have you previously lived overseas?   No  

How long?

Where?

B. As far as you are aware, to what degree did the course fulfill objectives:

- 1) learn about the administrative, cover, medical and legal factors that affect CIA employees serving abroad;

<u>Slight</u>			<u>Satisfactory</u>		<u>Highly Satisfactory</u>	
1	2	3	4	5	6	7
/	/	/	/	①	/	/

- 2) increase ability to cope with cultural differences that may be encountered in host countries.

<u>Slight</u>			<u>Satisfactory</u>		<u>Highly Satisfactory</u>	
1	2	3	4	5	6	7
/	/	/	/	①	/	/

C. What coverage would you:

Add?

Delete?

Change?

D. Your comments are welcomed (use reverse side)

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## Phase I Evaluation

Employee ✓ or Dependent \_\_\_\_\_

Name

**Optional**

Date 6-15-76

**Directorate** \_\_\_\_\_

Division

A. Have you previously lived overseas? No

## How long?

## Where?

B. As far as you are aware, to what degree did the course fulfill objectives:

1) learn about the administrative, cover, medical and legal factors that affect CIA employees serving abroad;

<u>Slight</u>		<u>Satisfactory</u>			<u>Highly Satisfactory</u>	
1	2	3	4	5	6	7
/	/	/	/	<u>12</u>	/	/

2) increase ability to cope with cultural differences that may be encountered in host countries.

<u>Slight</u>			<u>Satisfactory</u>			<u>Highly Satisfactory</u>
1	2	3	4	5	6	7
/	/	/	/	<i>12</i>	/	/

C. What coverage would you:

**Add?**

Delete?

## Change?

**D. Your comments are welcomed (use reverse side)**

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Preparing for Overseas Assignment

Phase I Evaluation

Employee \_\_\_\_\_ or Dependent \_\_\_\_\_ ✓

Name \_\_\_\_\_  
(Optional)

Date 6/17/76

Directorate \_\_\_\_\_

Division \_\_\_\_\_

A. Have you previously lived overseas? No

How long?

Where?

B. As far as you are aware, to what degree did the course fulfill objectives:

1) learn about the administrative, cover, medical and legal factors that affect CIA employees serving abroad;

<u>Slight</u>			<u>Satisfactory</u>			<u>Highly Satisfactory</u>	
1	2	3	4	5	6	7	
/	/	/	/	/	/	/	

2) increase ability to cope with cultural differences that may be encountered in host countries.

<u>Slight</u>			<u>Satisfactory</u>			<u>Highly Satisfactory</u>	
1	2	3	4	5	6	7	
/	/	/	/	/	/	/	

C. What coverage would you:

Add?

Delete?

Change?

D. Your comments are welcomed (use reverse side)

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Preparing for Overseas Assignment

Phase I Evaluation

Employee ✓ or Dependent \_\_\_\_\_

Name \_\_\_\_\_ (Optional)

Date 18 June 76

Directorate DDO

Division EUR

A. Have you previously lived overseas? Yes - only as a dependent  
How long? 7 years

STATINTL

Where? [REDACTED]

B. As far as you are aware, to what degree did the course fulfill objectives:

1) learn about the administrative, cover, medical and legal factors that affect CIA employees serving abroad;

<u>Slight</u>			<u>Satisfactory</u>			<u>Highly Satisfactory</u>
1	2	3	4	5	6	7
/	/	/	/	/	/	/

2) increase ability to cope with cultural differences that may be encountered in host countries.

<u>Slight</u>			<u>Satisfactory</u>			<u>Highly Satisfactory</u>
1	2	3	4	5	6	7
/	/	/	/	/	/	/

C. What coverage would you:

Add? I enjoyed the course and found it very useful. Thank you.  
Delete?  
Change?

STATINTL

D. Your comments are welcomed (use reverse side) [REDACTED] is talk  
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WERE both informative and well done. I'm very impressed with  
ADMINISTRATIVE-INTERNAL USE ONLY him. (smiley)

Preparing for Overseas Assignment

Phase I Evaluation

STATINTL

Employee ✓ E or Dependent ✓

Name [REDACTED]  
(Optional)

Date 17 JUNE

Directorate SET

Division OTS

A. Have you previously lived overseas? NOT PCS

How long? 3 WEEKS STATINTL

Where? TDY - [REDACTED]

B. As far as you are aware, to what degree did the course fulfill objectives:

- 1) learn about the administrative, cover, medical and legal factors that affect CIA employees serving abroad;

<u>Slight</u>			<u>Satisfactory</u>		<u>Highly Satisfactory</u>	
1	2	3	4	5	6	7
/	/	/	/	/	/	/

- 2) increase ability to cope with cultural differences that may be encountered in host countries.

<u>Slight</u>			<u>Satisfactory</u>		<u>Highly Satisfactory</u>	
1	2	3	4	5	6	7
/	/	/	/	/	/	/

C. What coverage would you:

Add? DISTRIBUTE COURSE LITERATURE PRIOR TO START OF COURSE. (WHEN PCS IS ANNOUNCED)  
Delete? DUPLICATION WITH OTHER COURSES.  
Change?

D. Your comments are welcomed (use reverse side)

THANKS!

Preparing for Overseas Assignment

Phase I Evaluation

STATINTL

Employee \_\_\_\_\_ or Dependent ☒

Name \_\_\_\_\_

Date June 17, 1976

Directorate \_\_\_\_\_

Division \_\_\_\_\_

A. Have you previously lived overseas? No

How long?

Where?

B. As far as you are aware, to what degree did the course fulfill objectives:

- 1) learn about the administrative, cover, medical and legal factors that affect CIA employees serving abroad;

<u>Slight</u>			<u>Satisfactory</u>			<u>Highly Satisfactory</u>	
1	2	3	4	5	6	7	
/	/	/	/	/	/	/	

- 2) increase ability to cope with cultural differences that may be encountered in host countries.

<u>Slight</u>			<u>Satisfactory</u>			<u>Highly Satisfactory</u>	
1	2	3	4	5	6	7	
/	/	/	/	/	/	/	

C. What coverage would you:

Add? PARTS OF MUCH WE HAVE HEARD IN MANY OF THESE PROGRAMS  
Delete? would be very helpful to teenagers going with parents —  
Change? particularly the programs on drugs, cultural adjustment and cover.

D. Your comments are welcomed (use reverse side)  
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Preparing for Overseas Assignment

Phase I Evaluation

STATINTL

Employee ✓ or Dependent \_\_\_\_\_

Name [REDACTED]  
(Optional)

Date JUNE 17, 1976

Directorate DDS & T

Division OTS/AOB

A. Have you previously lived overseas? NO

How long?

Where?

B. As far as you are aware, to what degree did the course fulfill objectives:

1) learn about the administrative, cover, medical and legal factors that affect CIA employees serving abroad;

<u>Slight</u>		<u>Satisfactory</u>			<u>Highly Satisfactory</u>	
1	2	3	4	5	6	7
/	/	/	/	/	(6)	/
					(1)	

2) increase ability to cope with cultural differences that may be encountered in host countries.

<u>Slight</u>		<u>Satisfactory</u>			<u>Highly Satisfactory</u>	
1	2	3	4	5	6	7
/	/	/	/	(5)	/	/

C. What coverage would you:

Add? MORE ON PECULIARITIES OF CULTURE & LEGAL MATTERS

Delete? BENEFITS - BECAUSE OF OVERLAP - HAD SAME BRIEFING IN COUNTERTERRORIST COURSE.

Change? ABOVE

D. Your comments are welcomed (use reverse side)  
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Preparing for Overseas Assignment

Phase I Evaluation

STATINTL

Employee X or Dependent \_\_\_\_\_

Name [REDACTED]  
(optional)

Date 6/17/76

Directorate DDO

Division EA

A. Have you previously lived overseas? NO

How long?

Where?

B. As far as you are aware, to what degree did the course fulfill objectives:

1) learn about the administrative, cover, medical and legal factors that affect CIA employees serving abroad;

<u>Slight</u>			<u>Satisfactory</u>			<u>Highly Satisfactory</u>	
1	2	3	4	5	6	7	
/	/	/	/	/	/	/	/

2) increase ability to cope with cultural differences that may be encountered in host countries.

<u>Slight</u>			<u>Satisfactory</u>			<u>Highly Satisfactory</u>	
1	2	3	4	5	6	7	
/	/	/	/	/	/	/	/

C. What coverage would you:

Add? Possibly more time as a group with  
[REDACTED] They were most helpful.

Delete? NONE

Change? NONE

D. Your comments are welcomed (use reverse side) great class for  
employee as well  
as dependent.

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Preparing for Overseas Assignment

Phase I Evaluation

Employee both or Dependent \_\_\_\_\_

Name \_\_\_\_\_ (Optional)

Date 17 June 76

Directorate DDO

Division SE

A. Have you previously lived overseas? NO

How long?

Where?

B. As far as you are aware, to what degree did the course fulfill objectives:

1) learn about the administrative, cover, medical and legal factors that affect CIA employees serving abroad;

<u>Slight</u>			<u>Satisfactory</u>			<u>Highly Satisfactory</u>	
1	2	3	4	5	6	7	
/	/	/	/	/	/	/	

2) increase ability to cope with cultural differences that may be encountered in host countries.

<u>Slight</u>			<u>Satisfactory</u>			<u>Highly Satisfactory</u>	
1	2	3	4	5	6	7	
/	/	/	/	/	/	/	

C. What coverage would you:

Add? More "how to" information from C. Processing to better prepare for post

Delete? Discussion of "Personal experiences" booklet is sufficient

Change?

D. Your comments are welcomed (use reverse side)

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Preparing for Overseas Assignment

Phase I Evaluation

STATINTL

Employee X or Dependent \_\_\_\_\_

Name [REDACTED]  
(Optional)

Date 17 June 76

Directorate DDO

Division EA

A. Have you previously lived overseas? No

How long?

Where?

B. As far as you are aware, to what degree did the course fulfill objectives:

1) learn about the administrative, cover, medical and legal factors that affect CIA employees serving abroad;

<u>Slight</u>			<u>Satisfactory</u>			<u>Highly Satisfactory</u>	
1	2	3	4	5	6	7	
/	/	/	/	/	/	X	

2) increase ability to cope with cultural differences that may be encountered in host countries.

<u>Slight</u>			<u>Satisfactory</u>			<u>Highly Satisfactory</u>	
1	2	3	4	5	6	7	
/	/	/	/	X	/	/	

C. What coverage would you:

Add? X [REDACTED] break down - smaller group for more individual questions

Delete?

Change?

D. Your comments are welcomed (use reverse side)

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Preparing for Overseas Assignment

Phase I Evaluation

STATINTL

Employee \_\_\_\_\_ or Dependent ☒

Name \_\_\_\_\_  
(Optional)

Date 17-6-76

Directorate \_\_\_\_\_

Division \_\_\_\_\_

A. Have you previously lived overseas? Visited  
How long? for several  
Where? months

STATINTL

B. As far as you are aware, to what degree did the course fulfill objectives:

1) learn about the administrative, cover, medical and legal factors that affect CIA employees serving abroad;

<u>Slight</u>			<u>Satisfactory</u>		<u>Highly Satisfactory</u>
1	2	3	4	5	6 7
/	/	/	/	/	/

2) increase ability to cope with cultural differences that may be encountered in host countries.

<u>Slight</u>			<u>Satisfactory</u>		<u>Highly Satisfactory</u>
1	2	3	4	5	6 7
/	/	/	/	/	/

C. What coverage would you:

Add? Info. on Housing situations

Delete?

Change? Courses should be offered long before one is ready to leave

D. Your comments are welcomed (use reverse side)

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Preparing for Overseas Assignment

Phase I Evaluation

Employee \_\_\_\_\_ or Dependent ✓

Name \_\_\_\_\_  
(Optional)

Date June 17, 1976

Directorate \_\_\_\_\_

Division \_\_\_\_\_

- A. Have you previously lived overseas? yes  
How long? 18 months

Where? [REDACTED]

Not with the agency, but as military dependent

- B. As far as you are aware, to what degree did the course fulfill objectives:

- 1) learn about the administrative, cover, medical and legal factors that affect CIA employees serving abroad;

<u>Slight</u>			<u>Satisfactory</u>		<u>Highly Satisfactory</u>	
1	2	3	4	5	6	7
/	/	/	/	/	/	/

- 2) increase ability to cope with cultural differences that may be encountered in host countries.

<u>Slight</u>			<u>Satisfactory</u>		<u>Highly Satisfactory</u>	
1	2	3	4	5	6	7
/	/	/	/	/	/	/

- C. What coverage would you:

Add? More specific coverage of areas within groups going to those areas.

Delete? Repetition of other courses

Change?

- D. Your comments are welcomed (use reverse side)

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Preparing for Overseas Assignment

Phase I Evaluation

Employee X or Dependent \_\_\_\_\_

Name \_\_\_\_\_  
(Optional)

Date JUNE 17

Directorate \_\_\_\_\_

Division COMMO

A. Have you previously lived overseas? NO

How long?

Where?

B. As far as you are aware, to what degree did the course fulfill objectives:

- 1) learn about the administrative, cover, medical and legal factors that affect CIA employees serving abroad;

<u>Slight</u>				<u>Satisfactory</u>				<u>Highly Satisfactory</u>
1	2	3	4	5	6	7		
/	/	/	(1)	/	/	/		/

- 2) increase ability to cope with cultural differences that may be encountered in host countries.

<u>Slight</u>				<u>Satisfactory</u>				<u>Highly Satisfactory</u>
1	2	3	4	5	6	7		
/	/	/	(1)	/	/	/		/

C. What coverage would you:

Add?

Delete? SEVERAL SPEAKERS GAVE THE ALMOST EXACT LECTURE ~~AS~~ THAT  
I HAVE HAD RECENTLY AND I ~~HAVE~~ LEARNED NOTHING NEW  
Change? FROM ~~THESE~~ <sup>THESE</sup> FROM THEM

D. Your comments are welcomed (use reverse side)

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Preparing for Overseas Assignment

Phase I Evaluation

STATINTL

Employee 4Y or Dependent \_\_\_\_\_

Name [REDACTED]  
(optional)

Date 17 June

Directorate DS&T

Division OTS/VoB

A. Have you previously lived overseas? yes

How long? 8 months

STATINTL

Where? [REDACTED]

B. As far as you are aware, to what degree did the course fulfill objectives:

1) learn about the administrative, cover, medical and legal factors that affect CIA employees serving abroad;

<u>Slight</u>			<u>Satisfactory</u>			<u>Highly Satisfactory</u>	
1	2	3	4	5	6	7	
/	/	/	/	/	/	/	

2) increase ability to cope with cultural differences that may be encountered in host countries.

<u>Slight</u>			<u>Satisfactory</u>			<u>Highly Satisfactory</u>	
1	2	3	4	5	6	7	
/	/	/	/	/	/	/	

C. What coverage would you:

Add?

STATINTL

Delete?

I HEARD

IN THE SPECIAL

Change?

OVERSEAS ORIENTATION - BOTH ARE EXCELLENT BUT REPETITIOUS.

MORE DEFINITIVE TIME SCHEDULING FOR SPEAKERS

D. Your comments are welcomed (use reverse side)

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Preparing for Overseas Assignment

Phase I Evaluation

STATINTL

Employee \_\_\_\_\_ or Dependent ☒

Name

[REDACTED]  
(optional)

Date June 17, 1976

Directorate \_\_\_\_\_

Division \_\_\_\_\_

A. Have you previously lived overseas? NO

How long?

Where?

B. As far as you are aware, to what degree did the course fulfill objectives:

1) learn about the administrative, cover, medical and legal factors that affect CIA employees serving abroad;

<u>Slight</u>				<u>Satisfactory</u>				<u>Highly Satisfactory</u>
1	2	3	(4)	5	6	7		
/	/	/	/	/	/	/	/	/

2) increase ability to cope with cultural differences that may be encountered in host countries.

<u>Slight</u>				<u>Satisfactory</u>				<u>Highly Satisfactory</u>
1	2	3	4	5	6	(7)		
/	/	/	/	/	/	/	/	/

C. What coverage would you:

Add?

Some information for  
Central Processing.

Delete?

Change?

[REDACTED]

about STATINTL

D. Your comments are welcomed (use reverse side)

(over)

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25X1A

Enjoyed listening to  
much.

very



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Preparing for Overseas Assignment

Phase I Evaluation

Employee 1 or Dependent \_\_\_\_\_

Name \_\_\_\_\_  
(Optional)

Date 6-15-76

Directorate \_\_\_\_\_

Division \_\_\_\_\_

A. Have you previously lived overseas? YES

How long? 2 YRS

Where? [REDACTED]

STATINTL

B. As far as you are aware, to what degree did the course fulfill objectives:

- 1) learn about the administrative, cover, medical and legal factors that affect CIA employees serving abroad;

<u>Slight</u>				<u>Satisfactory</u>				<u>Highly Satisfactory</u>
1	2	3	4	5	6	7		
/	/	/	/	(1)	/	/		

- 2) increase ability to cope with cultural differences that may be encountered in host countries.

<u>Slight</u>				<u>Satisfactory</u>				<u>Highly Satisfactory</u>
1	2	3	4	5	6	7		
/	/	/	/	(1)	/	/		

C. What coverage would you:

Add?

Delete?

Change? SEVERAL SPEAKERS WE HEARD THE SAME BRIEFING BEFORE. THESE BRIEFINGS ARE, MEDICAL + OVERSEAS BENEFITS + SERVICES.

D. Your comments are welcomed (use reverse side) THESE BRIEFINGS WERE THE

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Preparing for Overseas Assignment

Phase I Evaluation

Employee ☒ or Dependent \_\_\_\_\_

Name \_\_\_\_\_  
(Optional)

Date 17 June 1976

Directorate \_\_\_\_\_

Division Commo

A. Have you previously lived overseas? YES

How long? 10 months

Where? [REDACTED]

STATINTL

B. As far as you are aware, to what degree did the course fulfill objectives:

- 1) learn about the administrative, cover, medical and legal factors that affect CIA employees serving abroad;

<u>Slight</u>				<u>Satisfactory</u>				<u>Highly Satisfactory</u>
1	2	3	4	5	6	7		
/	/	/	/	1	/	/		

- 2) increase ability to cope with cultural differences that may be encountered in host countries. IN GENERAL

<u>Slight</u>				<u>Satisfactory</u>				<u>Highly Satisfactory</u>
1	2	3	4	5	6	7		
/	/	/	/	/	1	/		

C. What coverage would you:

[REDACTED]

benefit

Change?

D. Your comments are welcomed (use reverse side)

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Preparing for Overseas Assignment

Phase I Evaluation

Employee X or Dependent \_\_\_\_\_

Name \_\_\_\_\_  
(Optional)

Date 17 June 1976

Directorate DDO

Division EUR

A. Have you previously lived overseas? NO

How long?

Where?

B. As far as you are aware, to what degree did the course fulfill objectives:

- 1) learn about the administrative, cover, medical and legal factors that affect CIA employees serving abroad;

<u>Slight</u>				<u>Satisfactory</u>				<u>Highly Satisfactory</u>
1	2	3	4	5	6	7		
/	/	/	/	/	/	/		/

- 2) increase ability to cope with cultural differences that may be encountered in host countries.

<u>Slight</u>				<u>Satisfactory</u>				<u>Highly Satisfactory</u>
1	2	3	4	5	6	7		
/	/	/	/	/	/	/		/

C. What coverage would you:

Add?

Delete?

Change?

*did not learn how to cope with cultural differences as much as what is set of effect.*

D. Your comments are welcomed (use reverse side)

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Preparing for Overseas Assignment

Phase I Evaluation

Employee X or Dependent \_\_\_\_\_

Name \_\_\_\_\_  
(Optional)

Date \_\_\_\_\_

Directorate DDO

Division E

A. Have you previously lived overseas? DDOX 2YRS TOTAL

How long? ARME

STATINTL

Where [REDACTED]

B. As far as you are aware, to what degree did the course fulfill objectives:

1) learn about the administrative, cover, medical and legal factors that affect CIA employees serving abroad;

<u>Slight</u>				<u>Satisfactory</u>			<u>Highly Satisfactory</u>
1	2	3	4	5	6	7	
/	/	/	/	/	/	/	/

2) increase ability to cope with cultural differences that may be encountered in host countries.

<u>Slight</u>				<u>Satisfactory</u>			<u>Highly Satisfactory</u>
1	2	3	4	5	6	7	
/	/	/	/	/	/	/	/

C. What coverage would you:

Add? MORE ON CULTURAL DIFFERENCES

Delete?

Change? SCHEDULE STUDENTS PRIOR TO TIME THEY'VE PROCESSED

D. Your comments are welcomed (use reverse side)

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Preparing for Overseas Assignment

Phase I Evaluation

Employee X or Dependent \_\_\_\_\_

Name \_\_\_\_\_  
(Optional)

Date 17 June

Directorate DDI

Division [REDACTED]

STATSPEC

A. Have you previously lived overseas? yes

How long? 2 1/2 yrs

Where? [REDACTED]

STATINTL

B. As far as you are aware, to what degree did the course fulfill objectives:

1) learn about the administrative, cover, medical and legal factors that affect CIA employees serving abroad;

<u>Slight</u>			<u>Satisfactory</u>			<u>Highly Satisfactory</u>	
1	2	3	4	5	6	(7)	
/	/	/	/	/	/	/	/

2) increase ability to cope with cultural differences that may be encountered in host countries.

<u>Slight</u>			<u>Satisfactory</u>			<u>Highly Satisfactory</u>	
1	2	3	4	5	6	(7)	
/	/	/	/	/	/	/	/

C. What coverage would you:

Add? more on dealing with impure water, food

Delete? "Life Overseas" by [REDACTED]

STATINTL

Change?

D. Your comments are welcomed (use reverse side)

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Preparing for Overseas Assignment

Phase I Evaluation

STATINTL

Employee ✓ or Dependent \_\_\_\_\_

Name [REDACTED]  
(Optional)

Date 17 June 76

Directorate DO

Division EUR

A. Have you previously lived overseas? NO

How long?

Where?

B. As far as you are aware, to what degree did the course fulfill objectives:

- 1) learn about the administrative, cover, medical and legal factors that affect CIA employees serving abroad;

<u>Slight</u>			<u>Satisfactory</u>			<u>Highly Satisfactory</u>
1	2	3	4	5	6	7
/	/	/	/	/	/	/

- 2) increase ability to cope with cultural differences that may be encountered in host countries.

<u>Slight</u>			<u>Satisfactory</u>			<u>Highly Satisfactory</u>
1	2	3	4	5	6	7
/	/	/	/	/	/	/

C. What coverage would you:

Add? *more precise coverage of practical questions/problems including insurance, cover + medical related topics, with questions*  
Delete? *submitted prior to the class for consideration of topics*  
Change? *schedule students prior to time factual processing*

D. Your comments are welcomed (use reverse side)

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Preparing for Overseas Assignment

Phase I Evaluation

Employee \_\_\_\_\_ or Dependent X

Name \_\_\_\_\_  
(Optional)

Date 6-17-76

Directorate \_\_\_\_\_

Division \_\_\_\_\_

A. Have you previously lived overseas? No

How long? /

Where? /

B. As far as you are aware, to what degree did the course fulfill objectives:

1) learn about the administrative, cover, medical and legal factors that affect CIA employees serving abroad;

<u>Slight</u>		<u>Satisfactory</u>			<u>Highly Satisfactory</u>	
1	2	3	4	5	6	7
/	/	/	/	/	/	/

2) increase ability to cope with cultural differences that may be encountered in host countries.

<u>Slight</u>		<u>Satisfactory</u>			<u>Highly Satisfactory</u>	
1	2	3	4	5	6	7
/	/	/	/	/	/	/

C. What coverage would you:

Add?

Delete?

Change? *Specific area information*

D. Your comments are welcomed (use reverse side)

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Preparing for Overseas Assignment

Phase I Evaluation

STATINTL

Employee X or Dependent \_\_\_\_\_

Name [REDACTED]  
(Optional)

Date 17 June 1976

Directorate DDST

Division OTS

A. Have you previously lived overseas? Yes

How long? 6 years

Where? [REDACTED]

B. As far as you are aware, to what degree did the course fulfill objectives:

1) learn about the administrative, cover, medical and legal factors that affect CIA employees serving abroad; *Would be Satisfactory except that having been overseas before it added little*

Slight	Satisfactory				Highly Satisfactory	
1	2	3	4	5	6	7
/	/	/	/	/	/	/

2) increase ability to cope with cultural differences that may be encountered in host countries. *Would be Satisfactory except that having been overseas before it added little.*

Slight	Satisfactory				Highly Satisfactory	
1	2	3	4	5	6	7
/	/	/	/	/	/	/

C. What coverage would you:

Add?

Delete?

Change? *Should not be required for people who have been out before.*

D. Your comments are welcomed (use reverse side)

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Preparing for Overseas Assignment

Phase I Evaluation

Employee X or Dependent \_\_\_\_\_

Name \_\_\_\_\_ (Optional)

Date 17 Jun 76

Directorate DDO

Division CI/STAFF

A. Have you previously lived overseas? YES

How long? 2 years AS DEPENDENT

Where? [REDACTED]

STATINTL

B. As far as you are aware, to what degree did the course fulfill objectives:

1) learn about the administrative, cover, medical and legal factors that affect CIA employees serving abroad;

<u>Slight</u>				<u>Satisfactory</u>				<u>Highly Satisfactory</u>
1	2	3	4	5	6	7		
/	/	/	/	/	/	/	/	/

2) increase ability to cope with cultural differences that may be encountered in host countries.

<u>Slight</u>				<u>Satisfactory</u>				<u>Highly Satisfactory</u>
1	2	3	4	5	6	7		
/	/	/	/	/	/	/	/	/

C. What coverage would you:

Add?

Delete?

Change?

*Other*

D. Your comments are welcomed (use reverse side)

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As stated by a number of the speakers, any

Knowledge of this new experience will  
Benefit the individuals. This course has  
given some knowledge and will definitely  
Benefit those who attend.

I believe that the wife should attend  
for her it is a totally new experience  
and all the topics will be informative

I also suggest that the panel should  
include a member from the 3 main  
Geographic Areas ① EUROPE ② ASIA ③ Latin Amer  
so they can field the questions that arise  
to the particular area. Also believe a  
male member should also give his experience  
as the head of a household - to which the  
women were unaccustomed to.

An attempt should be made to keep people  
together who are going to the same area so  
Fratnizing can be done while time allows on breaks  
All the personal antidotes of travel should  
be brought forth - for personal experience is  
always the best teacher

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Preparing for Overseas Assignment

Phase I Evaluation

Employee X or Dependent \_\_\_\_\_

Name \_\_\_\_\_ (Optional)

Date 6/17/76

Directorate DDO

Division E/I

A. Have you previously lived overseas? Yes

How long? 5 years

Where? Europe

B. As far as you are aware, to what degree did the course fulfill objectives:

1) learn about the administrative, cover, medical and legal factors that affect CIA employees serving abroad;

<u>Slight</u>		<u>Satisfactory</u>			<u>Highly Satisfactory</u>	
1	2	3	4	5	6	7
/	/	/	/	/	/	/

2) increase ability to cope with cultural differences that may be encountered in host countries.

<u>Slight</u>		<u>Satisfactory</u>			<u>Highly Satisfactory</u>	
1	2	3	4	5	6	7
/	/	/	/	/	/	/

C. What coverage would you:

Add?

Delete?

Change?

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①. Your comments concerning the medical briefing were sufficient.

25X1A

I would particularly like to compliment [REDACTED] for his excellent presentation.

I feel that the course has covered the appropriate <sup>material</sup>, but more emphasis should be placed on details rather than generalizations. For example, the briefing on Central Processing & Cover could have gone into greater depth. Rather than opening the lecture to questions, the speakers should be encouraged to continue with their discourse.

Oftentimes, the listeners simply don't know the subject matter sufficiently to ask any questions. The speakers supposedly know the subject & they should impart their knowledge & expertise.

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Preparing for Overseas Assignment

Phase I Evaluation

Employee \_\_\_\_\_ or Dependent \_\_\_\_\_

Name \_\_\_\_\_  
(Optional)

Date \_\_\_\_\_

Directorate \_\_\_\_\_

Division \_\_\_\_\_

A. Have you previously lived overseas? \_\_\_\_\_

How long?

Where?

B. As far as you are aware, to what degree did the course fulfill objectives:

- 1) learn about the administrative, cover, medical and legal factors that affect CIA employees serving abroad;

<u>Slight</u>				<u>Satisfactory</u>				<u>Highly Satisfactory</u>
1	2	3	4	5	6	7		
/	/	/	/	/	5.58	/		

- 2) increase ability to cope with cultural differences that may be encountered in host countries.

<u>Slight</u>				<u>Satisfactory</u>				<u>Highly Satisfactory</u>
1	2	3	4	5	6	7		
/	/	/	/	/	5.82	/		

C. What coverage would you:

Add?

Delete?

Change?

**CLASS AVERAGES**

D. Your comments are welcomed (use reverse side)

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29 April 1976

MEMORANDUM FOR: SO/OTR

FROM : [REDACTED]  
Chief, Intelligence Institute

STATINTL

SUBJECT : Request for Security Approval

The following name is submitted for security approval as possible guest speaker in regular OTR courses and/or in the Agency Auditorium to a large audience. In the case of an Auditorium presentation, we would also seek approval by the DDA.

[REDACTED]

STATINTL

[REDACTED]

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Requested by: [REDACTED]  
Course : Preparing for Overseas Assignment  
Date : 16-18 June 1976

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